



OFFICE OF ARTS & CULTURE
SEATTLE

NEW! Racial Equity Assessment

All applicants are asked to submit a 2-page document via email that is an honest assessment of where your organization is and what support you need in your racial equity efforts. This section counts for 5 points in your overall application score. All applicants who submit an honest and thoughtful response to these questions (2 pages max) will receive the full 5 points. We encourage the leadership, including board members, to complete this section. This sheet will not be seen by panelists, so it will not be part of the subjective review of your application. It will only be reviewed by Office of Arts & Culture and Office for Civil Rights staff.

Please email your 2-page document to Kathy.hsieh@seattle.gov by June 30, 2015. Please include the phrase “Racial Equity Assessment” in the Subject line of the email.

Racial Equity Assessment Questions:

Please describe how your organization is (working to become more) inclusive and equitable, both in terms of internal practices and in programming, partnerships and other work with community. Specifically:

- How does your organization reflect and engage the people and experiences of the racially diverse communities of our region?
- Please identify where, on the Continuum on Becoming a Multicultural, Antiracist Institution*, you would locate your organization. Consider where your board and staff are in their understanding of institutional and structural racism and your organization’s present roles, as part of the broader community, in achieving racial equity. (This choice will not be used to judge your organization, but rather to give us a sense of how the people of the organization perceive it.) Please explain why you chose this location on the Continuum. Note that some organizations choose to be between two places on the Continuum, and/or may have some functions in one place and others in another.
- What steps have you taken or do you plan to take in order to establish, develop or continue policies, practices and procedures that increase racial equity in the following areas (please speak to all that apply): training, hiring and retention, board development, artist selection, programming, community engagement and partnerships, audience development and demographics, and other organizational work? In which areas are your strengths or assets? In which areas do you have room for growth?

* Continuum on Becoming a Multicultural, Antiracist Institution may be downloaded at:
<http://www.seattle.gov/arts/funding/organizations.asp>

Commitment to Racial Equity

The Office of Arts & Culture affirms that

- All people, their culture, and their art contribute to the meaning and understanding of our humanity, our society and our planet, and should be honored and celebrated.
- Artists, their art, their process, and the organizations they create and support play a unique role in witnessing and providing inspiration and strategies to eliminate societal inequity and injustice.
- Policies, practices and procedures, both intentional and inadvertent, have resulted in unequal access to education, housing, transportation, healthy food, cultural spaces, and countless other resources for African, Black, Latino(a), Asian, Pacific Islander, Arab, and Native American communities and artists. This systemic, unequal access to opportunity has resulted in generations of unjust and inequitable outcomes for communities of color. The result is an ongoing pattern of oppression and structural racism.
- These social inequities continue to be reflected in the programs, policies and practices of most organizations, including those working in the arts and cultural community. Therefore, in order to create a more equitable society, funders, arts organizations, and artists should take explicit actions to change our policies, practices, structures and norms.

The Office of Arts & Culture believes that

- Recommended solutions of the past, which have focused on diversity rather than racial equity, have not resulted in equitable access to opportunities and outcomes for artists and people of color nationally or locally.
- Addressing historic injustices is a vital component of achieving equity for communities of color.

Therefore, the Office of Arts & Culture, in partnership with the Office for Civil Rights, is committed to role modeling best practices in dismantling, and working to educate arts and cultural organizations on institutional and structural racism. We are committed to addressing and increasing community-wide awareness about existing inequities so that we, along with our cultural and community partners, can most effectively work together toward a vision of racial equity.

(This statement is inspired by and adapted from Grantmakers in the Arts' Racial Equity in Arts Philanthropy: Statement of Purpose.)